



United Food & Commercial Workers Local 1262  
1389 Broad Street – Clifton, NJ 07013  
973-777-3700/Fax 973-777-3430

June 16, 2020 -- Letter re: Hazard Pay

Dear :

As you are well aware, the members of Local 1262 - - your employees - - have been on the front lines of potential covid-19 exposure in the service of our communities since this horrible pandemic started. At demonstrated great risk to themselves and their families, these individuals have continued to work in an environment that no one takes for granted anymore. In recognition of this personal risk, you as an employer correctly acknowledged the conditions our members now had to face as the “new normal” in the stores and implemented hazard pay for the employees.

The conditions which precipitated the implementation of hazard pay do not go away for your employees simply because of an arbitrary declaration by a government official that we are in a different “stage” of the pandemic. Our members, and indeed the very public they serve, will continue to be expected to wear masks and practice social distancing precautions for the foreseeable future. Reports from across the country demonstrate how quickly new coronavirus cases can again reach critical numbers. In short, there is nothing to suggest that any of the health concerns which have existed for our members these past three months have in any way abated, or will be expected to do so anytime soon.

With this in mind, please understand that it is the position of Local 1262 that as the conditions which lead to the implementation of hazard pay still exist for our members, we fully expect that our employers will continue to keep this aspect of employee wages in place. Please further understand that any elimination of hazard pay while our members continue to face exposure to the virus will leave Local 1262 with no choice but to pursue appropriate remedies pursuant to the terms of our collective bargaining agreement.

If you wish to discuss this correspondence further, please do not hesitate to contact me.

Very truly yours,

A handwritten signature in black ink that reads "Harvey Whille". The signature is written in a cursive, slightly slanted style.

Harvey Whille  
President

**UFCW Local 1262**  
**Harvey Whille, President**  
**John Colella, Secretary-Treasurer**  
**Michael DeMartino, Recorder**